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ABSTRACT

This report highlights the activities and accomplishments of the National Occupational Information Coordinating Committee (NOICC) and its network of State Occupational Information Coordinating Committees (SOICCs) during program year 1989 (July 1, 1989-June 30, 1990). Some of the year's activities were the following: (1) NOICC began development of the Economic Development and Employer Planning (EDEP) system for use in economic development and business planning; (2) NOICC organized and coordinated a technical conference focusing on problems and practices in data development, analysis, presentation, and delivery; (3) NOICC drafted higher education units of analysis, clustering occupations with college-level and graduate education programs; (4) computer-based career information delivery services served approximately 6 million people at 16,500 sites; and (5) NOICC continued its National Career Development Guidelines project, adding 6 new states to the 20 already using the guidelines. The report includes eight figures/tables giving data on NOICC statutory members, the technical steering group, NOICC staff, NOICC sources of funding, NOICC expenditures, and NOICC grants for state activities, profiles of occupational information delivery systems by state, and statewide career information delivery systems. Appendixes list NOICC conferences and publications, SOICC addresses, and NOICC enabling legislation. (KC)

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National Occupational
Information Coordinating Committee

STATUS OF THE NOICC/SOICC NETWORK

JUNE 30, 1990

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STATUS OF THE NOICC/SOICC NETWORK

JUNE 30, 1990

NOICC Administrative Report No. 16
December 1990

NOICC Statutory Members

Commissioner
Bureau of Labor Statistics
U.S. Department of Labor

Commissioner
National Center for Education Statistics
U.S. Department of Education

Assistant Secretary
Employment and Training
U.S. Department of Labor

Assistant Secretary
Vocational and Adult Education
U.S. Department of Education

Assistant Secretary
Economic Development
U.S. Department of Commerce

Assistant Secretary
Force Management and Personnel
U.S. Department of Defense

Commissioner
Rehabilitation Services Administration
U.S. Department of Education

Director
Office of Bilingual Education and Minority Language Affairs
U.S. Department of Education

Under Secretary
Small Community and Rural Development
U.S. Department of Agriculture

*Assistant Secretary**
Postsecondary Education
U.S. Department of Education
(*effective July 1, 1991)

A Message from the Executive Director

This eleventh annual report of the NOICC/SOICC Network outlines the activities and projects our Network has focused on during Program Year 1989. As you will see, our work this year has been wide-ranging, and I believe its impact will be felt for years to come.

We convened a group of leading counselor educators to discuss NOICC policy relative to career information and career development, and to receive suggestions on how to better link NOICC projects with preservice and inservice counselor educator programs.

We anticipate that the Economic Development and Employer Planning (EDEP) system that we are working on will provide economic development and business planners with valuable information upon which they can base decisions. This system will be able to provide an up-to-date picture of a state or substate area, including information about current and projected employment, wage data and the amount and type of available training.

We initiated a new expansion of the NOICC/Naval Reserve CIVTRAIN project this year, and 151 Naval Reserve Centers in 36 states are now using the system to identify local educational programs for Naval training. The COLMIS system was being pilot tested at military facilities in six states in PY 1989.

We are continuing our efforts to apply our technology and systems to new uses, and planning has been underway for a State Training Inventory (STI) system, that will utilize features of the EDEP and CIVTRAIN systems and allow states and local areas to identify schools and educational programs in selected geographical areas.

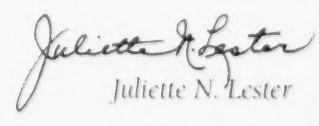
We have initiated a new revision of the ICDM training package featuring an interactive video training module. We continued to support state implementation of the National Career Development Guidelines, and we continued development of a counselor training program that focuses on adult workers in career transition.

NOICC and the National Career Development Association released a second Gallup poll on jobs and workers, helping to focus national attention on the need for career information and career development and other programs of the NOICC/SOICC Network.

The NOICC/SOICC Network is continuing its distance-learning career development training projects, using satellite technology to involve 2,000 participants in an Introduction to Career Development workshop.

We organized and conducted an OIS/CIDS Technical Conference that focused on problems and best practices in data development, analysis and delivery for OIS and CIDS programs. And we supported a third Regional Apprenticeship and Training Conference that emphasized linkages between apprenticeship, work-based learning and vocational/technical education.

I am honored and proud to be associated with the NOICC/SOICC Network. We have worked hard and accomplished much. My thanks to all who are making the Network such an effective tool for addressing labor market needs and for your efforts in assisting the people of this country make the kinds of decisions that will help them find their places in our nation's economy and workplace.



Juliette N. Lester

Technical Steering Group

The Technical Steering Group (TSG) consists of representatives of NOICC statutory members. It provides policy direction to NOICC staff.

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U.S. Department of Labor

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Foreword

This document is the eleventh annual report of the National Occupational Information Coordinating Committee (NOICC) and its network of State Occupational Information Coordinating Committees (SOICCs).

This report highlights the initiatives, activities and accomplishments of the NOICC/SOICC Network during Program Year 1989 – July 1, 1989 to June 30, 1990. It also reports on the status of state occupational and career information delivery systems in mid-1990 and highlights some of the occupational and career information projects initiated by State Occupational Information Coordinating Committees.

Acknowledgments

This report was prepared for the National Occupational Information Coordinating Committee by Mary Margaret Walker, in cooperation with NOICC staff. The participation of SOICCs who provided information about occupational and career information projects in their states is gratefully acknowledged as is the assistance of NOICC staff, especially Jim Woods.

NOICC & the NOICC/SOICC Network

Established by Congress in 1976, the National Occupational Information Coordinating Committee (NOICC) is a Federal interagency committee that promotes the development and use of occupational and labor market information. Its members include representatives of nine agencies in the U.S. Departments of Labor, Education, Commerce, Agriculture and Defense. On July 1, 1991, a tenth member, the Assistant Secretary for Postsecondary Education, will be added.

NOICC works at the state level through State Occupational Information Coordinating Committees (SOICCs), composed of representatives of state vocational education boards, vocational rehabilitation agencies, employment security agencies, job training coordinating councils and economic development agencies. Some SOICCs also include representatives of higher education and other state agencies.

The primary objective of NOICC and the SOICCs is to improve communication and coordination among developers and users of occupational and career information. This is accomplished by helping states use occupational, career and labor market information from a range of Federal and state sources to meet the widely varying needs of different groups for occupational information: from vocational education and employment and training managers who need broad, statistically based data; to individuals who may need help in making career decisions. The range of the NOICC/SOICC effort is wide, and implementation at the state level is on a project-specific basis.

Together NOICC and the SOICCs have developed information systems that provide program managers and planners with up-to-date, locally specific labor market information which they use to make program decisions. The NOICC/SOICC Network also has developed systems and programs that are designed to help meet the information and career development needs of students, graduates of higher education, individuals re-entering the workforce and others.

The use of occupational information at the state level is encouraged in many ways. In most states, SOICCs have developed and implemented the Occupational Information System (OIS) and are now concentrating on enhancing its capabilities. SOICCs and other state agencies implement Career Information Delivery Systems (CIDS), computerized databases designed to be used by individuals. SOICCs publish career information tabloid newspapers and occupational outlook reports and sponsor job and career fairs, satellite teleconferences and telephone hotlines that provide career information.

Leadership, funding and technical assistance is provided by NOICC to the SOICCs in a variety of ways. Financial support is provided through a Basic Assistance Grant program, which supports SOICC operations, and a Special Purpose Grant program, which supports specific projects that address NOICC's national priorities. Technical support is provided on an ongoing basis through workshops, training and other special programs.

NOICC/SOICC Network Systems & Programs

■ *Occupational Information Systems (OIS)*

Working with the SOICCs, NOICC developed the concept and design for the OIS — a computerized database that combines multiple-source occupational and educational data in formats that can be utilized by a variety of users. Each SOICC develops and implements its own state-specific OIS, with financial and technical support from NOICC.

■ *Career Information Delivery Systems (CIDS)*

CIDS are computer-based systems that offer individuals seeking career information valuable assistance in choosing a career and the appropriate training by matching personal characteristics with compatible occupations. Forty-eight states operate CIDS programs at more than 16,500 sites nationwide. The systems are used by more than six million people each year.

■ *National Crosswalk Service Center (NCSC)*

Sponsored by NOICC, this technical resource center maintains and provides products and services based on the NOICC Master Crosswalk, a computerized database system that cross-references and compares occupational and educational data.

■ *National Career Development Guidelines (NCDG)*

NCDG is designed to help meet the need for national guidelines for developing and improving comprehensive career development programs. The guidelines offer a framework for national standards for competency-based programs.

■ *Improve Career Decision Making Program (ICDM)*

This program is designed to increase the use of labor market information by counselors and counselor educators. SOICCs implement the program on a project basis.

■ *NOICC Training Support Center (NTSC)*

The NTSC coordinates training programs and conferences on a nationwide basis and provides the NOICC/SOICC Network with ongoing training capabilities, materials and a pool of experienced trainers and resource persons for its programs and conferences.

■ *Additional Activities*

NOICC has worked extensively with the Department of Defense to create new forms of linkages between military and civilian occupational information and pre-military preparation. NOICC also works with a wide range of organizations interested in occupational information, including the National Governors' Association, the Interstate Conference of Employment Security Agencies, the American Vocational Association, the American Association for Counseling and Development, among others.

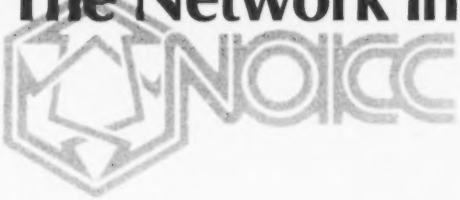
NOICC basic operations are supported by funds from the U.S. Departments of Labor and Education. NOICC and the SOICCs operate under the authority of the Job Training Partnership Act of 1982 (JTPA) and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

1990 NOICC/SOICC Network Highlights

- NOICC began development of the Economic Development and Employer Planning (EDEP) system for use in economic development and business planning.
- NOICC organized and coordinated an OIS/CIDS Technical Conference focusing on problems and best practices in data development, analysis, presentation and delivery for OIS and CIDS programs.
- NOICC drafted higher education units of analysis, clustering occupations with college-level and graduate education programs, for use in OIS and CIDS programs.
- A new expansion of the NOICC/Naval Reserve CIVTRAIN project was initiated — a total of 151 Reserve Centers in 36 states are now using the system.
- Pilot testing of the Civilian Occupational and Labor Market Information System (COLMIS) was introduced at military facilities in six states.
- NOICC initiated a revision of the ICDM training package, which will feature a computer-managed, interactive video training module.
- NOICC continued its National Career Development Guidelines project, adding six new states to the 20 already using the guidelines to develop and enhance career development programs.
- Approximately 2,000 high school teachers, counselors, parents and school administrators participated in a NOICC-supported "Introduction to Career Development" workshop, by satellite.
- NOICC continued development of its Employee Career Development Project, a counselor training program designed to help adult workers in career transition.
- NOICC and the National Career Development Association released a second national survey on jobs, careers and the workplace conducted by The Gallup Organization.
- The Audiovisual CIDS Enhancement Consortium released a new career video series, consisting of four career videotapes —the *Job Hunt, Job Interviews, Job Connection* and *Success on the Job*.
- Computer-based CIDS served approximately six million people at an estimated 16,500 sites in 48 states.
- The 1990 NOICC Recognition Awards went to Rhode Island SOICC Director Mildred Nichols; Minnesota SOICC Director John Cosgrove; Oklahoma SOICC Director Curtis Shumaker; and National Crosswalk Service Center Coordinator Steve Rosenow.

  The 1990 Contributors Award went to Dennis Angle, Director of Kansas Careers, and Rich Feller, Professor of Counseling and Career Development at Colorado State University.
- Illinois SOICC Director Jan Staggs was the recipient of the 1990 John Niemeyer Memorial Award.
- Requests for National Crosswalk Service Center products in a microcomputer-based format accounted for 54 percent of NCSC activities in PY 1989.
- A third NOICC-supported Regional Apprenticeship and Training Conference was held in April 1990, focusing on linkages between apprenticeship, work-based learning and vocational/technical education.

The Network in 1990



In 1990, the NOICC/SOICC Network continued its work to promote the development and use of occupational and career information, with an increasing emphasis on an integrated approach to all activities, programs and systems. Projects of the NOICC/SOICC Network in 1990 ranged from the drafting of higher education units of analysis to career development training workshops beamed by satellite to thousands of participants across the country.

NOICC is continuing its emphasis on distance-learning through workshops and training sessions by satellite. And as a follow-up to the Midlands Consortium career development satellite workshop, a video training package will be developed and disseminated to SOICCs and others for use in a variety of ways including the support of CIDS, ICDM, the National Guidelines and other career development activities. The following are 1990 NOICC/SOICC Network projects and activities both OIS-related and career development- and career information-related.

- OIS/CIDS Technical Conference
- Higher Education Units of Analysis
- Economic Development and Employer Planning System
- National Career Development Guidelines
- Improve Career Decision Making
- Career Tabloid Facilitation Project
- Career Development Satellite Workshop
- NOICC Employee Career Development Project
- Audiovisual CIDS Enhancement Consortium
- Regional Apprenticeship Conference
- Public Information
- 13th Annual National SOICC Conference
- Work in America Survey
- NOICC Training Support Center
- Mid-Atlantic Conference on Networking & Career Development
- National Crosswalk Service Center
- Civilian Training Inventory
- Civilian Occupational & Labor Market Information System
- 1990 NOICC Recognition Awards
- 1990 John Niemeyer Memorial Award
- SOICC OIS Initiatives and Projects
- SOICC Career Information & Career Development

NOICC OIS Initiatives & Projects

OIS/CIDS Technical Conference

More than 150 people attended the 1989 OIS/CIDS Technical Conference organized and coordinated by NOICC and held in St. Louis, Mo., in October 1989. Conference sessions included presentations, workshops and demonstrations dealing with problems and best state practices in data development, analysis, presentation and delivery for OIS and CIDS programs around the country. Presentations and demonstrations were provided by more than 25 states. Conference topics included an Introduction to Occupational Supply Data Sources; Micro-MATRIX and Industry/Occupation Projection Techniques; CIDS Clustering; State Agency use of OIS Reports; OIS Analysis Data; an Introduction to Classification Systems; an overview of the Civilian Occupational and Labor Market Information System (COLMIS); an Update of Federal/State Data Systems and Classification Structures; OIS Training Curriculum; and Changing Job Requirements and Skills Databases.

Higher Education Units of Analysis

For use in OIS and CIDS, NOICC has developed draft 'higher education' units of analysis that cluster occupations with college-level and graduate education programs, presenting occupational information on projected employment demand and potential related formal training supply. The object of the project is to develop higher education units of analysis that reflect labor market relationships between completers of baccalaureate and graduate degree programs and occupations in which they are likely to seek and find employment. These groupings can be used to organize and display formal training supply and employment demand information in occupational and career information systems. Release of the clusters is scheduled for PY 1990.

Economic Development and Employer Planning System

Development of the Economic Development and Employer Planning (EDEP) system began in PY 1989 following a feasibility study conducted by SOICCs in Pennsylvania, Ohio and New Jersey under a grant from NOICC. The Economic Development and Employer Planning system will be a comprehensive state and regional computerized information system, developed specifically for economic development and business planning purposes.

The feasibility study recommended that the system be targeted to two major categories of user needs — long-term economic planning by organizations whose goal is to attract or encourage expansion of a balanced mix of industries for long-term stability, and individuals in the public and private sector who are involved in site selection or expansion decisions for business or industry. The system will contain industry and market area profiles, including industry employment, sales and payroll, industry/occupation patterns, population and demographic characteristics and financial and quality-of-life indicators. It will contain labor and training resources, including labor force characteristics, occupational projections and a directory of training programs; business development and site location files, including business assistance programs, a directory of firms and products, employment, sales and payroll; and information on industrial/business parks and sites and procurement opportunities and awards.

NOICC Career Information & Career Development Initiatives

National Career Development Guidelines

NOICC announced the availability of the 1989 *National Career Development Guidelines Handbooks* through the NOICC Training Support Center. Several Guidelines-related projects also were carried out in the spring of 1990, including the production of a new Guidelines awareness video; a review of Guidelines implementation at the original pilot sites; and a feasibility study of an activity file linking the Guidelines competencies to products and curricula. In addition, NOICC completed a new expansion of the National Career Development Guidelines initiative in PY 1989, providing grants to six new states. This latest expansion brought the number of states participating in the Guidelines project to 26.

All the NOICC grants awarded under the project are administered by SOICCs in the participating states. The Guidelines identify desired outcomes of comprehensive career guidance programs for participants at each developmental level, including elementary, middle school, secondary, postsecondary and adult. Competencies that participants should gain at each level are outlined, and indicators that individuals have attained those competencies are listed. The Guidelines also identify personal requirements and competencies needed by counselors and other career development professionals, and they outline organizational capabilities necessary to provide good programs.

NOICC also co-sponsored a two-day, Guidelines-related workshop in January 1990, "Leadership in Implementing and Evaluating Career Development Programs." The workshop was held prior to the biannual conference of the National Career Development Association in Scottsdale, Arizona.

Improve Career Decision Making Program

NOICC initiated a significant revision of the ICDM training package during PY 1989. Under a grant to the Wisconsin SOICC, an up-to-date integrated ICDM inservice training package will be developed featuring a computer-managed, interactive video training module. *The Trainers Manual* and *Participants Guide* also are being revised to strengthen information on Career Information Delivery Systems, the National Career Development Guidelines and to assist special needs populations with career development. In PY 1989, 32 SOICCs conducted ICDM inservice workshops. Twenty-four reported that more than 2,000 counselors and other trainers participated in the 67 ICDM workshops they coordinated. SOICCs organized teams of counselor educators, labor market analysts, career information delivery systems representatives and SOICC staff to conduct the two to three-day workshops. ICDM is a program that trains counselors to help individuals understand labor market concepts and use occupational information to make career decisions, and to help them improve their decision making skills. The program targets practicing counselors through inservice workshops and graduate counseling students through counselor educator faculty seminars.

Career Tabloid Facilitation Project

NOICC published *SOICC Career Tabloids: What Works!*, a handbook for SOICCs that describes the process of developing and publishing an effective career tabloid, including innovative and creative ideas from SOICC tabloid publishers. A half-day pre-conference workshop on producing career tabloid newspapers was conducted at the National SOICC Conference in Snowbird, Utah, and a new series of articles, photographs and graphics were under development for distribution to SOICCs.

Career Development Satellite Workshop

Approximately 2,000 teachers, counselors, parents and school administrators at 167 sites in five states participated in a NOICC-supported "Introduction to Career Development" workshop by satellite in February 1990. The workshop was designed to help high school teachers, counselors, parents, school administrators and others in the local community become more aware of career development concepts and resources and to present strategies that can be used to facilitate individual career development activity infusion into the education curriculum on a daily basis. Participants at each site were provided with a "Career Development Awareness Guide" developed for use with the satellite telecast and state supplements to the guide containing information about resources for career development for each participating state. The workshop was a joint project of NOICC; the Midlands Consortium, a Star School grantee; State Occupational Information Coordinating Committees (SOICCs) in the Midlands Consortium states, which include Alabama, Kansas, Mississippi, Missouri and Oklahoma; and the State Guidance Supervisor in each participating state.

NOICC Employee Career Development Project

In PY 1989, NOICC continued development of its Employee Career Development Project, a counselor training program that focuses on helping adult workers in career transition. The program is designed to train counselors at educational institutions, adult employment and training services organizations and in employer human resource development divisions to help adults in the workplace make informed decisions about education and training.

The training curriculum was developed during the year and consisted of a basic introduction to employee career development programs intended for managers, administrators and counseling staff, and an in-depth, how-to segment for counseling staff setting up the program. In addition, a cadre of trainers to conduct counselor training workshops using the training package was established.

The program concept was developed by the National Center for Research in Vocational Education, previously at Ohio State University, with funds from the U.S. Department of Education. A NOICC grant to PAVE, The Education and Training Foundation, helped fund a field test and validation of the training curriculum in three states. Counselor training under the project is designed to enhance their competencies in meeting the needs of adults as defined by NOICC's National Career Development Guidelines.

ACE Consortium

The Audiovisual CIDS Enhancement (ACE) Consortium released the *Employability Skills Series* video in PY 1989. Developed by the Wisconsin SOICC, the series consists of four career videotapes, including *Job Hunt, Job Interviews, Job Connection* and *Success on the Job.* Also provided as part of the *Employability Skills Series* package are curriculum guides designed to be used with the videos. All the products are linked to the competencies identified by the National Career Development Guidelines.

The ACE Consortium is a joint project of NOICC and SOICCs in Colorado, Kansas, North Carolina, Oklahoma, South Carolina, West Virginia and Wisconsin, who work together to develop and distribute audiovisual enhancements of CIDS systems through the ACE Distribution Service at Kansas State University. The ACE Consortium continued to promote and market the "Kaleidoscope of Careers," "Picking Your Path" and "It's a New World" videotapes and to exhibit ACE products at national and state conferences. The satellite career development video training packages will be reproduced and disseminated by the ACE Distribution Service.

NOICC Career Information & Career Development Initiatives (con't)

Work in America Survey

NOICC and the National Career Development Association released a second national survey on jobs, careers and the workplace conducted for the organizations by The Gallup Organization. The new survey found that almost two-thirds of adult Americans would try to get more information about their career options if they could begin their work life again, and that only 41 percent of working Americans followed a definite plan in mapping out their careers. The 1989 survey was widely covered by the news media, with Associated Press articles on the survey findings picked by some 500 newspapers nationwide, including the *Philadelphia Inquirer*, the *Detroit Free Press*, the *Houston Chronicle*, the *Chicago Tribune*, the *Miami Herald* and the *Minneapolis Star-Tribune*. The 40 top-circulation newspapers that ran the story reached an estimated 8.5 million readers. The story was broadcast by a range of national radio and television networks including Cable News Network (CNN), Consumer News and Business Channel (CNBC), ABC Radio, National Public Radio (NPR), among many others. An executive summary of the survey findings entitled *National Survey of Working America 1990* was published and disseminated to SOICCs and other organizations.

NOICC Training Support Center (NTSC)

NTSC provides the NOICC/SOICC Network with coordinated, on-going training capabilities and a pool of experienced, available trainers and resource persons for its programs and conferences. The center consists of the Oregon SOICC, Oregon State University's Office of Continuing Higher Education and the Northwest Regional Educational Laboratory. NTSC provided logistical planning for the 13th Annual National SOICC Conference in Snowbird, Utah, and the OIS/CIDS Technical Conference held in October 1989.

Mid-Atlantic Conference on Networking and Career Development

Some 400 career development professionals from Delaware, Maryland, Pennsylvania, New Jersey and the District of Columbia attended the Mid-Atlantic Conference on Networking and Career Development in Wilmington, Delaware, in November 1989. The conference provided an opportunity for the participants to share career development resources, projects and programs. NOICC co-sponsored the conference with the Delaware SOICC, the state Departments of Education and the Career Development Associations in the participating states.

Military Applications

Civilian Training Inventory

NOICC added 12 states to the NOICC/U.S. Naval Reserve CIVTRAIN project in PY 1989. CIVTRAIN is now in operation at 151 Naval Reserve Centers in 36 states. The database includes over 48,000 educational programs at more than 10,000 community colleges, public four-year colleges, private technical schools, secondary vocational centers and hospitals. The CIVTRAIN database also includes the American Medical Association's allied health training database, which includes approximately 1,000 AMA-accredited training programs in 26 occupational areas offered by hospitals.

CIVTRAIN is a NOICC-developed, micro-computer-based system that matches Navy occupations with related civilian educational programs and provides training officers with lists of schools, colleges and hospitals that offer the programs locally.

Plans call for CIVTRAIN to be in operation at all Naval Reserve Centers in the U.S. in 1991. Once in place nationwide, the database system will include thousands of colleges and schools and tens of thousands of educational programs offered by those institutions that can be used to train personnel for Navy occupations.

Civilian Occupational and Labor Market Information System

Development of the Civilian Occupational and Labor Market Information System (COLMIS) moved into its second phase during PY 1989, with pilot testing of the system beginning in May 1990 at Army, Air Force, Marine and Navy facilities in California, Colorado, Florida, Georgia, Texas and Virginia.

COLMIS is a first-of-its-kind national information system consisting of an extensive database of occupational, educational and labor market information which is capable of delivering information, by state, county and local area. The system is being developed for the U.S. Department of Labor's Veterans' Employment and Training Service (VETS) to help military personnel identify civilian occupations in which they can use the skills they have acquired in the military services. It is the information component of VETS's Transition Assistance Program (TAP), a pilot employment assistance program for service members.

Also during PY 1989, the project was expanded from a system primarily for enlisted personnel in the U.S. Army to one that is designed to be used by officers and enlisted personnel in all four branches of the military service who are considering a return to civilian life. The system is being developed by a team of national and state agencies, including the Nevada and Utah State Employment Security Agencies and the Iowa SOICC, lead by NOICC and the Interstate Conference of Employment Security Agencies (ICESA).

Communication & Coordination

Public Information

In support of its mandate to promote communication and coordination among developers and users of occupational information, NOICC continued its public information initiative in PY 1989. The program is designed to increase awareness and knowledge of NOICC/SOICC programs and activities that encourage the use of occupational and career information. Information about a wide range of NOICC programs and activities was disseminated through news and information media serving the program's targeted audiences. This effort resulted in numerous news stories about NOICC programs and activities promoting the use of occupational and career information in publications such as *Employment and Training Reporter, Vocational Training News, AVA Guidance Newsletter, AACD Guidepost, The Community, Technical and Junior College Times, ACSCI Newsletter* and many others.

NOICC's Executive Director and staff participated in conferences and meetings, delivering papers and speeches that focused on the activities and programs of the NOICC/SOICC Network, including the annual conferences of the American Vocational Association (AVA), the American Association for Counseling and Development (AACD), the National Career Development Association (NCDA), the Interstate Conference of Employment Security Agencies (ICESA), the Association of Computer-based Systems for Career Information (ACSCI), as well as the Mid-Atlantic Conference on Networking for Career Development, the Northeast conference of State Directors of Vocational Education, State Councils, JTPA Directors and SOICCs and the International Symposium of Public Employment Services in Ottawa, Canada.

Regional Apprenticeship Conference

NOICC, the U.S. Department of Labor's Bureau of Apprenticeship and Training, the Office of Vocational and Adult Education of the U.S. Department of Education and the Oregon SOICC sponsored the Pacific Western Regional Apprenticeship and Training Conference in April 1990 in Portland, Oregon. The conference focused on the design of effective linkages between apprenticeship, structured work-based learning and vocational-technical education now and through the year 2001. Topics included:

- strategies for the development and use of state action plans to link apprenticeship training with other state programs;
- the utilization of information and resources to strengthen, expand and improve apprenticeship, work-based learning and vocational education; and
- other projects currently underway that support linkage efforts.

National Crosswalk Service Center

Requests for NCSC products in a microcomputer format have increased dramatically, accounting for 54 percent of the Center's activity during PY 1989 — up from 42 percent during the previous program year. The National Crosswalk Service Center has been operated by the Iowa SOICC since 1983. NCSC manages the NOICC Master Crosswalk, a computerized database that facilitates linkages among the major Federal occupational and educational classification systems. NCSC provides data processing,

database management and technical assistance in using the Crosswalk and other occupational databases and supports a range of NOICC initiatives.

NCSC continued operation of an electronic bulletin board service that allows users to obtain selected files, communicate with NCSC staff on a 24-hour basis, and operate a demonstration version of the NOICC Micro-Crosswalk software developed by NCSC.

National SOICC Conference

The Thirteenth Annual National SOICC Conference was held in Snowbird, Utah, in mid-summer. Hosted by the Utah SOICC and co-sponsored by the Interstate Conference of Employment Security Agencies/Labor Market Information Committee (ICESA/LMI) and the National Association of State Career Development/Guidance Supervisors (NASCD/GS), the conference focused on "Initiatives for the 90's." Keynote addresses were delivered by Senator Orrin Hatch; John Florez, Deputy Assistant Secretary for Employment and Training, U.S. Department of Labor; Barry Stern, Deputy Assistant Secretary, Office of Adult and Vocational Education, U.S. Department of Education; and Garth Mangum, Professor of Economics and Management, Human Resources Institute, University of Utah.

1990 NOICC Recognition Awards

Each year NOICC recognizes individuals in the NOICC/SOICC Network for their efforts on behalf of the Network and for their special achievements in the areas of information for program planning and career decision making. Outstanding SOICC staff members also are recognized as are individuals who are part of the larger NOICC/SOICC Network. The awards are presented annually at the National SOICC Conference. Recipients of the 1990 NOICC Recognition Awards include:

- **Mildred Nichols,** Director of the Rhode Island SOICC, for **NOICC/SOICC Leadership and Support.** As a member of the original Micro-OIS resource group, Nichols played a key role in the design, development, testing, and implementation of that system. She was one of the first to test and implement the "units of analysis" concept, which has since become the single most significant tool for organizing, analyzing and applying occupational supply and demand information.

- **Steve Rosenow,** Coordinator of the National Crosswalk Service Center, Iowa SOICC, for **Innovative Ideas and Activities in Support of the NOICC/SOICC Mission.** Rosenow was honored for his creative work in developing a microcomputer-based accessing system for crosswalk users and implementing an electronic bulletin board system to more effectively serve crosswalk users. He has been involved in systems development for the Civilian Occupational Labor Market Information System (COLMIS), and he played an important role in developing the crosswalk interface between civilian and military occupations that facilitated the development of the CIVTRAIN system.

- **John Cosgrove,** Director of the Minnesota SOICC, for **Special Achievement in the Development and Delivery of Program Planning Information.** Cosgrove was honored for his work to enhance Minnesota's Microcomputer Occupational Information System (Micro-OIS); his efforts in each of the major SOICC mandate areas; and his level of participation in major new initiatives.

- **Curtis Shumaker,** Director of the Oklahoma SOICC, for **Special Achievement in the Development and Delivery of Career Information.** Shumaker was honored for his career information efforts in developing workshop facilitator training for the Midlands Consortium Career Development Satellite Teleconference. His activities in connection with the teleconference resulted in an inservice training program for the state's regional career specialists which has been reproduced as a model for other states to use when sponsoring satellite teleconferences.

- **Janice McCullough** of the Delaware SOICC and **Jonnie Griffin** of the Alabama SOICC were the 1990 recipients of the **Executive Director's Recognition Awards for Outstanding SOICC Staff Member.** McCullough was honored for her involvement with two major initiatives for the State of Delaware — the development of Delaware's first career tabloid and the coordination of a four-state regional conference, "Networking for Career Development." Griffin was honored for her contributions and support of the NOICC/SOICC Network during her four years with the Alabama Department of Education and for recent achievements with the Alabama SOICC.

- **The 1990 Contributors Award in Recognition of Contributions to the Goals of the NOICC/SOICC Network** went to **Dennis Angle,** Director of Kansas Careers, and **Rich Feller,** Professor of Counseling and Career Development at Colorado State University.

  Dennis Angle has been primarily responsible for the development of the Kansas career information delivery system, Kansas Careers, which has been adapted as the statewide CIDS in Pennsylvania, North Carolina and Puerto Rico. He has worked with the Audiovisual CIDS Enhancement Consortium as developer and operator of the ACE Distribution Service making it possible for the entire NOICC/SOICC Network to benefit from Consortium products.

  Rich Feller was recognized for his work in communicating important information about programs and projects to improve comprehensive career guidance and counseling programs. He has led a statewide staff development project providing 20 training events in the use of occupational information, the National Career Development Guidelines, ICDM and the utilization of A Guide To Career Information Systems in Colorado and Colorado Career Development Video Reviews.

1990 John Niemeyer Memorial Award

The John Niemeyer Memorial Award was established in 1987 in memory of John Niemeyer of Iowa to honor excellence among SOICC Directors. The award is presented annually by the SOICC Directors to one of their colleagues for outstanding service and achievement.

Illinois SOICC Director **Jan Staggs** was the recipient of the **1990 John Niemeyer Memorial Award,** which was presented by South Carolina SOICC Director Carol Kososki, the 1989 recipient of the Niemeyer Memorial Award.

SOICC OIS Initiatives & Projects

SOICCs continue to be involved in a wide range of projects to promote the use of occupational and labor market information by vocational education and employment and training managers and planners in their states. The following are summaries of some SOICC activities and projects during PY 1989.

Arizona

The Arizona SOICC has completed a significant addition to the Arizona OIS. The Individualized Vocational Education Plan (IVEP) module supports special needs population requirements and provides for the posting of interest inventory and the General Aptitude Test Battery (GATB) results directly to the students IVEP records. It has the potential to be adopted by most of the high schools in Arizona.

Arkansas

Industrial and Occupational Trends: 1986–2000, was developed and published by the Arkansas SOICC in PY 1989. It contains employment estimates and projections through the year 2000 for 600 occupations relevant to the Arkansas economy. Easy to read, the publication focuses on occupations whose number of employees is on the rise, as well as those that are declining.

Demand Occupations Training List is a concise booklet that lists training courses for fast-growing occupations where demand currently exceeds supply. Generally, only occupations where training can be completed in two years or less are included.

California

The California SOICC developed and began field testing an OIS in PY 1989 based on a partnership of occupational and labor market information users at the local and state levels. In addition to information on occupational outlook, entry requirements, wages and benefits and the number of individuals planning to enter specific occupations, the OIS also provides information about the effectiveness of local training programs from both the employer and training program participant perspectives. The California OIS is being pilot tested in Fresno, San Diego and San Mateo counties prior to implementation statewide.

Connecticut

The Connecticut SOICC and the Connecticut Labor Department's Office of Research and Information collaborated on a labor market information project that will lead to a series of five publications covering the nine Service Delivery Areas in the state. Surveys were sent to businesses in each area to solicit information on a variety of work-related issues. A publication for the South Central Region has already appeared, which includes highlights from the survey results along with economic and demographic information and occupational supply and demand data.

Kansas

The Kansas SOICC completely overhauled its occupational supply and demand report and published *Job Openings and Training for Kansas*, which includes information for all five Service Delivery Areas as well as for the state. The project began with the formation of an interagency group which reviewed the newly published OES staffing by code in Kansas, education codes, NOICC's national units of analysis and those for the states of Illinois and Missouri for comparison. The group then produced about 80 new clusters of job opening and training codes and titles and inserted data from OES 1995 openings and 1988 school year completion reports.

SOICC OIS Initiatives & Projects (con't)

Missouri

The Missouri SOICC has redesigned the Missouri OIS to make it easier to use and to expand the available data. The new program uses pull-down menus and function keys to allow easier access. Users can also set screen colors and printer types. Major data files now included are: occupation, education, industry and industry-occupation matrix. Data items for placement and program level have also been expanded.

Automated linkage between the MICRO-OIS and Missouri's career information system, CHOICES, has been accomplished. This linkage allows employment outlook, wage information and education inventories to be downloaded from the MICRO-OIS files into the automated files of the CHOICES system.

North Dakota

In PY 1989, the North Dakota SOICC researched and published *A Special Report from the Dictionary of Occupational Titles: Occupations Requiring Specific Vocational Preparation of Over 30 Days (SVP 3-9)*. The report was generated from the DOT crosswalk file obtained from the National Crosswalk Service Center. It is especially valuable for contract writers at local Job Service offices, since the SVP, strength, math and language factors have now all been pulled together into one easy reference manual. Another project involved the development of a listing of all statistical reports generated by the state government to be used by economic planners throughout the state. The project listed each statistical report by date and provided a text file. It will be especially valuable to planners generating data for prospective firms. Further refinements will make the project completely accessible by computer.

Oklahoma

The Oklahoma SOICC offered four training workshops on the OIS which gave administrators in economic development, education and employment valuable information on the supply, demand and projected growth for jobs in Oklahoma.

Oregon

Oregon implemented a new stand-alone module for the Micro-OIS called TranSkill. It includes a series of Comparative Occupational Reports which identify the extent to which similar jobs exist in the local area, as well as Transferable Skills Analysis Reports, which detail the number of jobs and unemployed in a specific occupation. TranSkill was developed to help dislocated workers identify occupations that require aptitudes and interests related to their former jobs. It is being pilot-tested, with much initial enthusiasm, in selected Oregon Employment Division local offices.

Pennsylvania

In PY 1989, the Pennsylvania SOICC conducted a two-day workshop for JTPA Service Delivery Area planners and counselors on the "Use of Labor Market Information for Human Services Programming." The workshop provided participants with a thorough review of the most recent labor market and occupational information resources available for planners, administrators and counselors. The updated version of the Pennsylvania Occupational Information System (POIS) and the *Pennsylvania Careers* guidance information system were featured at the workshop.

Rhode Island

The Rhode Island Business and Industry File was initially developed for the Rhode Island CIDS. A new publication, *The Rhode Island Business and Industry File: A Tool for Targeting Training* demonstrates how the file can be used to identify employers who offer on-the-job training and apprenticeships, as well as analyze training efforts by industry, size and occupational trade areas. A database and computer program also were developed to access data on employer workplace training in the state. The MICRO-OIS Employer-Sponsored On-The-Job Training Module allows data to be retrieved by job title, SVP, employers' SVP, industry, educational level required for entry into training, and title search. An additional report describes the development of the module.

A new publication for FY 1989, *Inventory of Education and Training Programs*, inventories programs from all sources and relates CIP titles to source program titles.

Texas

The Texas SOICC-developed Standardized Occupational Components for Regional Analysis of Trends in Employment Systems software system is now serving as the Texas OIS, expanding on the concepts and utility of the NOICC-designed OIS. This micro-based system includes nine modules with a full interactive industry/occupation matrix, Micro-Crosswalk system keyed to seven coding systems, analytical evaluation modules for occupations and industries, employer module, school directory module, input-output model for Texas and shift-share analysis software.

The Texas SOICC developed and published the *Texas Occupational Handbook*, which includes an extensive analysis of the Texas economy and detailed data item descriptions and indices. It was generated exclusively by the SOICC using Employment Commission occupational projections.

Vermont

In PY 1989, a Vermont OIS software package was developed to provide automated access to occupational demand and supply data for the state. It was distributed for testing to 20 educational counselors around the state. The programs have been compiled to be used on any DOS-based operating system without the additional purchase of any other special software or licenses. A revised version increased its use among counselors and it was made available to the public through the state library system.

Virginia

An OIS publication that was developed in PY 1989 will be published in early 1991. Broken up into seven volumes covering two Service Delivery Areas in each, the books provide supply and demand information for jobs in each service area, as well as the latest projections.

SOICC Career Information/Career Development

SOICCs are continuing their efforts to achieve a more integrated approach to career information and career development. The National Career Development Guidelines are being linked to ongoing activities and programs such as career information tabloids, ICDM training and the publication of career development-related materials, among others. The following are summaries of selected SOICC programs and activities during PY 1989 to promote career development and career information for use by individuals in their states making decisions about jobs and careers.

Connecticut

The Connecticut SOICC co-sponsored a workshop with the Connecticut Career Counselors Association and the Connecticut School Counselors Association on "Using Computers in Career Counseling." The workshop kicked off with a presentation on currently available computerized career information systems and then moved on to product demonstrations. An hour at the end of the day was devoted to a question and answer period and hands-on time with various computer systems.

District of Columbia

Exploring Career Options, an hour-long videotape outlining 13 different occupations, was developed by the D.C. SOICC several years ago. Since then, a curriculum has been developed to go along with the videotape, and the project has been pilot-tested with 3rd and 4th graders. In PY 1989 the curriculum was fine-tuned with input from users and facilitators and is now being offered in three elementary schools in the District. Highlights of the project were presented at the NOICC annual meeting and at the SOICC regional conference in Wilmington, Delaware, last year.

Georgia

This past year the Georgia SOICC has been busy promoting its CIS and OIS programs, which are now located in 400 sites across the state. The cornerstone of this project was a pilot program that put three computers loaded with the CIS and OIS programs into three state Department of Labor field offices in Atlanta, Columbus and Savannah. The Labor Department was so impressed with the program that it subsequently purchased over 40 computers and loaded them with the CIS and OIS programs to place in over 30 different locations statewide. In August, portable computers with the CIS and OIS programs were deployed by the Rapid Response Team, who visit towns and cities hard-hit by massive layoffs. So far, the Rapid Response Team has helped former employees of several major companies.

Special letters to counselors alerted them to the arrival of the Georgia SOICC's *Your Future '90*, a career tabloid prepared with the assistance of the Georgia Advisory Department, the Department of Labor, the Department of Education, the Office of the Governor and the Department of Technical and Adult Education. Although targeted at tenth graders, the tabloid was so much in demand for younger readers that next year it will be developed to enable eighth graders to explore jobs of the future — with some help from the U.S. Bureau of Labor Statistics.

Illinois

Illinois has introduced two products that have been designed to make its Quest career information system easier to use. One is a 25-minute, how-to video that shows a typical user filling out the Quest form. The other is Quest Optical Scan Scoring, which gives counselors of large groups the ability to optically scan and score Quest forms in an extremely timely manner. Both products are being distributed through Education for Employment regions. The Illinois SOICC also has been pulling together information on state scholarships and financial aid for inclusion in the CIS national files. Career Ladders, a counseling program for elementary schools, was developed during PY 1989 and will be pilot tested next year.

Kentucky

This past year the Kentucky SOICC participated in the planning of a Federal program that focuses on job opportunities and basic skills. It will be implemented through job information providers within the state. An assessment program, available to anyone entering state vocational schools, also has been developed that will help users discover their best opportunities in the job market.

Louisiana

The second annual career tabloid, the 20-page *Louisiana Career Guide 1989–90*, was published and distributed to more than 60,000 high school seniors, guidance counselors, and administrators in all of Louisiana's public, parochial and private high schools.

Maine

The Governor of Maine, John R. McKernan, Jr., hosted an interactive television series called *Maine Works: Jobs For Maine's Future*, for the Maine SOICC. The series of programs profiled Maine workers who gave a brief description of their job and were then questioned by the Governor and the students watching. MOICC developed booklets to accompany each program in the series that highlighted the professions explored. The booklets and videotapes of the program were later distributed to schools which were unable to participate in the interactive part of the series.

A Study of Work/Family Integration Issues, published by the Maine SOICC in May 1990, was based on a survey of 754 students from eight Maine high schools. Seven articles, written by nationally recognized leaders in career development and career information, added valuable information about choosing careers to suit different lifestyles. The study has been distributed throughout the NOICC/SOICC Network and is also available through the ERIC system.

Two of the six publications planned for the Career Perspectives Series were published in PY 1989. *Job Seeking Skills for the 90's* and *Job Keeping Skills for the 90's* are presented in an easy to read format and introduce key concepts regarding how to find a job and keep it. Other booklets will cover career decision making, career development and educational planning.

Maryland

Initiated in PY 1989, the MOICC Career Awards Program encourages the design, development and implementation of career development programs, as well as recognizing outstanding career development activities in the State of Maryland. Approximately 10 award plaques and over 300 award certificates have been issued in the state.

Recently developed by the Maryland SOICC, a computerized career information delivery system called VISIONS provides current, national and state-specific information on occupations, private career schools, two- and four-year colleges, military occupations, financial aid and vocational education programs.

Michigan

In September 1989, the Michigan SOICC and the *Detroit News* published a career tabloid entitled *The New Economy . . . Finding a Job in Michigan*. Information for the tabloid came from the Michigan Occupational Information System (MOIS) and was assembled by the Michigan Employment Security Commission. The MOICC Technical Steering Committee was in charge of coordination. Distribution included over 680,000 regular *Detroit News* subscribers and 200,000 agencies and schools statewide.

MOIS was independently evaluated in PY 1989 with a survey of over 2,400 different users statewide. The MOIS program was a "clear success" according to the evaluation and is preferred over other systems by 89 percent of all users. The evaluation showed significant growth in the use of the computer version of the system and estimated that over 400,000 people used the system that year.

SOICC Career Information/Career Development (con't)

Minnesota

The Minnesota SOICC allocated funds to market the Minnesota Career Information System (MCIS) statewide. A videotape was produced based on earlier tapes prepared by Illinois and California, and 500 copies were made for distribution to user sites. The primary uses of the videotape are to help classroom-size groups of students through the Quest process and to orient teachers and other new professionals to the MCIS and its operations. The videotape will be distributed to all user sites next fall.

Mississippi

Mississippi is the recipient of a Pre-Military Development Planning Grant from NOICC, contracted between the Mississippi SOICC and the University of Mississippi. The grant is being used to develop a national model directed at individuals who have not scored at a sufficiently high enough level on the Armed Services Vocational Aptitude Battery (ASVAB) tests to enter the military. At the state level, people in the program are being sent to the Mississippi Gulf Coast Community College for remedial study. Other initiatives by the Mississippi SOICC are the publication of Mississippi State Supplement and the sponsorship of downlink sites in connection with the Midlands Consortium Career Development Satellite Teleconference.

Missouri

The Missouri SOICC, its member agencies and other state agencies collaborated in developing the *Missouri Data Finder's Guide*, a publication of descriptions of available human resource and economic information resources. Over 100 resources are described by their purpose, update schedule, geographic coverage, data elements and contact information. The Missouri SOICC also published the *Missouri State Supplement* in connection with the satellite teleconference which was used at over 100 downlink sites for the Midlands Consortium Career Development Satellite Teleconference.

Montana

"Career Planning — A Lifelong Process," a Montana SOICC-sponsored conference held in Great Falls in April 1990 provided participants with up-to-date information on Montana's economic and occupational futures. Attendees learned how educational and occupational data is used in career information systems. Counselors and educators met with experts in career counseling. Sessions emphasized the changing workplace, flexibility, multiple career paths, lifelong learning and the needs of employers.

Nebraska

At the annual state fair in August, the Nebraska SOICC set up a career booth that served over 4,600 interested visitors. All of the state agencies that handle career development issues were represented at the booth, including the Department of Labor, the Divisions of Job Service and Training, the Department of Education, and the Division of Rehabilitation Services. The Nebraska CIS was set up on several computers, allowing youngsters and adults to use the Quest Career Search to generate lists of suitable occupations. The state also participated in the Midlands Consortium workshop, with close to 30 sites within the state downlinking the teleconference. Both parents and counselors attended at a variety of sites.

Nevada

Under a statewide apprenticeship project launched this year, methodology that will provide information about careers in the trades and get it to youngsters at an earlier age is being developed. The project is being implemented through a brochure and PR packet that targets 14-to-18-year-olds.

Through outreach programs, Nevada has increased the number of users of the CIS (Career Information System) in its state to over 400,000. Computers and software are now available in high

schools, community colleges, state universities, the state library system, employment security offices, JTPA offices and private sector job placement offices. The CIDS program is being assimilated into special needs populations through two different projects. One uses privately funded drug rehabilitation programs to encourage youngsters to use the CIDS system in their local library. Another takes CIDS to the state prison system where it is used by education directors of prison sites in Inmate Street Readiness programs.

New Mexico

To continue implementation of the National Career Development Guidelines project, New Mexico has established a model career center pilot program at a state high school. The program will expand to additional schools in the coming year. With the state Department of Education, the New Mexico SOICC also has created a video, clip-art book and bookmarks to create awareness of non-traditional careers. The materials are being distributed statewide for use in career counseling and decision-making programs. The New Mexico SOICC also surveyed and published a report on planned hiring needs for 200 of the state's largest employers, targeted at state vocational school and college graduates.

North Carolina

The North Carolina SOICC has built a workshop around its annual tabloid, *Career Choices in North Carolina*, that brings together vocational training and high school teachers and guidance counselors in a day-long session to promote state and national career development competencies. The workshops use the tabloid, and an accompanying *User's Guide* filled with lesson plans and activities, to encourage a lively exchange of ideas between counselors and teachers. Coordinated through the public school system, the workshops take place in November in all eight school regions across the state.

North Dakota

The North Dakota SOICC held four workshops within the state to provide initial training to local steering committees for the implementation of a career development program. Over 100 schools and other sites responded to the workshop announcement and 35 were accepted to keep the workshops at a workable size. Participants included state level trainers and local steering committee members.

Ohio

Ohio's ICDM training courses are accredited by the state licensing board for career counselors and by Kent State University. Career counselors in Ohio must complete a set amount of in service training hours each year to maintain their licenses. The state licensing board now accepts SOICC and the ICDM training program as an approved provider of inservice training. In addition, Kent State University offers both undergraduate and graduate credit in their rehabilitation counselling program for the ICDM program. Since it was established, the Ohio ICDM program has provided inservice training for over 700 career counselors, approximately 100 per year.

Oklahoma

The Oklahoma SOICC provided training for 176 counselors through four ICDM workshops. The theme was "Effective Career Counseling That Works!" The SOICC has developed a career information mascot, the "Oklahoma Career Choices Career Mouse," who will be featured at career days, career fairs and school assemblies. The mouse will visit schools, employment and training offices and JTPA offices. Oklahoma students will enter a name-the-mouse contest and the mouse will be featured on television and in local parades. In addition, the Oklahoma SOICC developed facilitator training workshops for regional career specialists and provided downlink workshop sites for the Midlands Consortium Satellite Teleconference and a model for sponsorship of future distance-learning workshops. Oklahoma also implemented a highly successful campaign promoting its *Oklahoma Career Choices* tabloid. Information about the tabloid was broadcast on radio and television and published in newspapers across the state as a result of the SOICC effort.

SOICC Career Information/Career Development (con't)

Oregon

Under a grant from NOICC, the National Career Development Guidelines were used as a framework for a comprehensive career development program for state employees. A career development needs assessment instrument was administered to 1,700 state workers, and a parallel survey was given to selected administrators. The results of the survey will be used to develop a framework for the many career development offerings in Oregon, as well as to help outline a process for conducting and evaluating career development activities such as workshops, mentoring and job shadowing.

To inform policy makers and the general public about the trends and issues affecting the state's workforce and future economic growth, Oregon has updated *Oregon Workforce at Risk*. The new publication addresses issues of concern to the state as it attempts to upgrade workforce skills: competitiveness and productivity, the impact of technology, the contingent labor force, organization of work and human resource development and education and training in the global marketplace.

Pennsylvania

The Pennsylvania SOICC began distribution of *Exploracion de Carrerras*, a Spanish language computerized career guidance information system. The system is being provided to libraries, correctional institutions and community organizations that serve large Hispanic populations.

Pennsylvania Employer's Perceptions of Workers' Skills, Abilities and Attitudes, a research study by the Pennsylvania SOICC, was presented at the "Governors' Conference on Responses to Workforce 2000'. The study was based on a survey of 2,300 Pennsylvania employers and how they viewed the quality of the entry-level workforce in the state. It recommends areas where education, business, labor and government can work together to improve the education and training of the emerging workforce.

South Carolina

The South Carolina SOICC focused on developing a leadership committee within the Dillon County Public School system that included local and state representatives and two counselors at the University of South Carolina. Together, they organized a two-day seminar, "Career Development in Dillon County," attended by 40 teachers, counselors, administrators, representatives of business and industry and parents. Materials covered grades K-12. The state is also preparing, with the ACE Consortium, a video series, "Profiles — People and Jobs" that will introduce young people to service occupations. The two videos, approximately 15-minutes long, will be made available through the ACE Consortium to other SOICCs.

In PY 1989, the South Carolina SOICC developed and implemented SCOIS Jr., a computer software package of occupational information that is being offered statewide at the junior high school and middle high school level.

Tennessee

Last spring the Tennessee SOICC joined Governor Ned McWherter as he visited school systems across the state to introduce the "21st Century Classroom Challenge," an educational initiative designed to prepare students to meet the challenges of our competitive global society. The SOICC created an education rap song titled "Rhyming for Success," which encourages students to stay in school and get a good education. This two-verse rap song was distributed during the Governor's visits. Students were asked to create a third stanza and submit it to the SOICC, which will publish it in the next edition of the Tennessee career information tabloid, *Tennessee Career Guide*.

The Tennessee SOICC is putting the finishing touches on its International "Careers On The Go" Project and is soliciting feedback on the first draft. The finished video and curriculum guide will be released in early 1991 to middle and high school

students. Also ready for distribution are the *TOICC Newsletter* and a brand new *Licensed Occupations in Tennessee* publication.

The Tennessee SOICC has just introduced the first computerized library for research materials in Tennessee state government. The clearinghouse accommodates documents from all 12 member agencies, NOICC, other SOICCs, as well as state and regional clearinghouses and other education entities.

Texas

In PY 1989, the Texas SOICC published the *Texas Job Hunters Guide*, a revised version of a publication funded by the Texas Education Agency geared toward assisting job hunters with job search, resume writing, personal assessment, etc. It provides a complete guide to job hunting skills.

The *Directory of Licensed Occupations and Apprenticeship Program Contacts* is generated by SOICC every two years after a legislative session. In addition to occupational descriptions and licensure contacts, it provides a list of apprenticeship occupations and program contacts. *Technology and Emerging Occupations: Directions for Texas in the 1990s* was produced by the Texas Innovation Information Network System (TIINS) under contract with the Texas Department of Commerce. It identifies 40 new occupations based on emerging technologies and other occupations which may become prevalent in the 1990s requiring new academic and vocational skills training.

Vermont

In PY 1989, the Vermont SOICC developed and published *Vermont Occupational Highlights*, a pamphlet which lists 45 occupations that will have the greatest number of annual job openings through the year 2000. It is designed to be used by career counselors throughout the state as a discussion group handout. For education planners and career counselors, the Vermont SOICC developed *Vermont Occupational Projections 1987-2000*, a 100-page booklet containing tables and charts of statewide and substate estimates of demand for 670 occupations. An updated version of the *Vermont Licensed Occupations* booklet lists examination and training sites, the names and addresses of licensing agencies, and fee requirements for 73 occupations that must be licensed, registered or certified in Vermont. The Vermont SOICC also helped fund a regional effort to develop a 12-minute health career video that will be used to encourage new entrants into the job market and career-changers to consider a career in the health care field. Specifically aimed at helping people overcome perceived barriers due to age or education, it will be made available for career fairs.

Virginia

The Virginia CIDS is now available on hard disk and can be used on any IBM compatible computer. A current project will also make it usable on Apple systems. The CIDS system can now be found in high schools and middle schools as well as local community colleges and libraries.

Next Steps

Integrated Approach to OIS

A number of activities sponsored by NOICC will benefit from an integrated approach to OIS and data development and delivery. PY 1990 will see the development of a State Training Inventory (STI) that will allow states and local areas to identify schools and the programs they offer in selected geographical areas. This system also is being designed to facilitate multi-state regional use and sharing of information across state boundaries.

STI is being developed using features from the CIVTRAIN system and database and new software being developed through the Economic Development and Employer Planning (EDEP) system. This approach allows better integrated software and more consistent data across different delivery systems. Pilot testing of the EDEP system will take place in PY 1990, exploring the use of an integrated database to meet a variety of economic development information needs. The higher education units of analysis will be completed next year and integrated into the national units of analysis, providing a more comprehensive set of clusters for the presentation and use of occupational and career information.

OIS Training

An OIS training package will be developed in PY 1990 for release in PY 1991. NOICC will explore possible improvements to the OIS, both to strengthen the capabilities of the OIS and to better link training to the state OIS systems. NOICC also will be sponsoring, jointly with ICESA, a third round of industry and occupational projections workshops. These workshops are intended to improve the capabilities of State Employment Security Agency (SESA) staff in developing state and local industry and occupational projections. The workshops cover generic projections techniques as well as specific hands-on training in the use of the Micro-MATRIX occupational projections system.

Long-Range Plan Development

The NOICC long-range plan for PY 1987 – 1991 has served as a useful instrument for the past four years in carrying out a number of national office initiatives. The plan has provided a framework for developing strategies to address key issue areas, developing guidance for a SOICC three-year plan through the BAG process, and in providing annual NOICC program plan budgets. In PY 1990, NOICC will initiate development of a new plan for 1992–1996. NOICC will convene a national resource group of SOICC, LMI, Federal and association representatives to provide input to a first draft of the plan. Other groups and all SOICCs will then be involved in the review and revision of this draft, ensuring that the plan reflects issues and activities from a broad spectrum of users and developers.

■ *SERC Teleconference*

Several thousand elementary counselors, administrators, teachers, parents and community leaders are expected to participate in a new career development workshop by satellite to be developed by NOICC with the Satellite Educational Resources Consortium (SERC). The interactive workshop will focus on career development at the elementary school level and will present activities, strategies, methods and resources that can be used to facilitate career development among elementary school children. The telecast, entitled, "Foundations . . . For the Future: Introduction to Career Development" will be beamed by satellite to more than 350 sites in 26 states through the Satellite Educational Resources Consortium.

■ *CIDS Status Report*

NOICC is planning to develop a CIDS status report which will summarize the features and uses of state CIDS programs across the country. The status report will be useful in counselor education classes and to CIDS operators and persons interested in career guidance information resources. The report, which is being developed in cooperation with the Association of Computer-based Systems for Career Information (ACSCI), should be available in early 1992.

■ *Career Development Training Video*

NOICC plans to develop a new video career development workshop package for high school counselors, teachers, administrators and parents. The career development training package will be developed out of the Midlands Consortium satellite workshop in which approximately 2,000 high school counselors, teachers, school administrators and parents participated at 167 sites in five states. The workshop, which focused on career development at the high school level, was a joint project of NOICC, the Midlands Consortium, a Star Schools grantee, and SOICCs in the Midlands Consortium states.

■ *Audiovisual CIDS Enhancement Consortium*

The ACE Consortium is planning a new video series spotlighting the high growth and high employment career/occupational/industry categories identified by the Bureau of Labor Statistics. The series of six videos, *Profiles, People and Jobs*, will be developed and released over a two-year period.

Financial Report

NOICC's operations and grant programs are funded by the U.S. Department of Labor and the U.S. Department of Education. In Program Year 1989 — July 1, 1989 to June 30, 1990 — NOICC received $4 million from the Department of Labor, including $3.95 million in basic funding, and $62,500 from the Employment Standards Administration. NOICC received $4.4 million from the Department of Education, and $485,000 from the Department of Defense for special initiatives.

NOICC grants are awarded on the basis of program priorities as well as need and availability of funds. NOICC supports state activities through two major grant programs:

1. **Basic Assistance Grants (BAGs),** which support SOICC operations, staff leadership, OIS implementation and training and other activities covered by the Job Training Partnership Act of 1982 and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

2. **Special Purpose Grants,** which support specific projects that address NOICC's national priorities. Special Purpose Grants are used primarily for developmental research, technical assistance in implementing OIS or CIDS systems, and special training efforts. The majority of these grants are awarded on a competitive basis.

NOICC Sources of Funding

(Figures in Thousands)

	1985	1986	1987	1988	1989
DOL	3,157	3,037	4,195	4,075	4,014
Ed.	3,500	2,201	3,500	3,590	4,446
DoD	1,265	1,042		295	485
Total	**7,922**	**6,280**	**7,695**	**7,960**	**8,945**

NOICC Expenditures: State Activities

	1985	1986	1987	1988	1989
SOICC BAGs	4,182	5,160	5,743	5,701	6,417
Career Information	143	220	482	96	88
ICDM	196	90	251	125	
NCDG		100	237	310	326
OIS/Coord.Comm./ Network Support	121	147	171	181	155
Crosswalk/ ESA Study/ DOD Activities/ NTSC	1,066	1,017	724	785	522
Total	**5,708**	**6,734**	**7,608**	**7,198**	**7,508**
Percent of Total Expenditures	**89.2**	**88.9**	**88.5**	**86.9**	**84.3**

NOICC Expenditures: Federal Activities

	1985	1986	1987	1988	1989
Technical Assistance	10	85	121	120	307
NOICC Operations	680	753	863	961	1,092
Total	**690**	**838**	**984**	**1,081**	**1,399**
Percent of Total Expenditures	**10.8**	**11.1**	**11.5**	**13.1**	**15.7**

Total NOICC Expenditures

	1985	1986	1987	1988	1989
Total NOICC Expenditures	**6,398**	**7,572**	**8,592**	**8,279**	**8,907**

NOICC Grants For State Activities: PY 1989

State	BAGs	Spec. Grants	Totals
Alabama	121,534		121,534
Alaska	110,660		110,660
American Samoa	80,631		80,631
Arizona	111,676		111,676
Arkansas	108,475		108,475
California	209,235		209,235
Colorado	121,789		121,789
Connecticut	112,308		112,308
Delaware	104,581		104,581
DC	96,279	6,000	102,279
Florida	166,167		166,167
Georgia	135,891		135,891
Guam	80,401		80,401
Hawaii	99,396		99,396
Idaho	114,507		114,507
Illinois	150,652		150,652
Indiana	124,952		124,952
Iowa	118,056	274,400	392,456
Kansas	149,527		149,527
Kentucky	116,793		116,793
Louisiana	127,699		127,699
Maine	106,826		106,826
Maryland	119,547		119,547
Massachusetts	123,086		123,086
Michigan	144,634		144,634
Minnesota	132,422		132,422
Mississippi	156,678	241,700	398,378
Missouri	135,186		135,186

State	BAGs	Spec. Grants	Totals
Montana	98,685		98,685
Nebraska	102,272		102,272
Nevada	98,435		98,435
New Hampshire	104,765		104,765
New Jersey	127,684	45,000	172,684
New Mexico	121,220		121,220
New York	174,676		174,676
North Carolina	144,672		144,672
North Dakota	106,742		106,742
N. Mariana Is.	73,072		73,072
Ohio	157,451		157,451
Oklahoma	123,784		123,784
Oregon	122,518	453,299	575,817
Pennsylvania	159,350	55,000	214,350
Puerto Rico	116,657		116,657
Rhode Island	104,914		104,914
South Carolina	137,957		137,957
South Dakota	106,098		106,098
Tennessee	123,202	125,000	248,202
Texas	188,295		188,295
Utah	104,347		104,347
Vermont	102,628		102,628
Virginia	125,509		125,509
Virgin Islands	80,344		80,344
Washington	132,416		132,416
West Virginia	111,665		111,665
Wisconsin	124,792		124,792
Wyoming	96,197		96,197

Notes:

BAG column includes Basic Assistance Grant funding and supplemental funding for special projects. BAG funding is decreased to reflect carry-over from the previous year, where applicable. BAG figures may not reflect the total spending authority of the SOICC.

The special grant to Iowa is for the National Crosswalk Service Center, and the one to Oregon is for the NOICC Training Support Center, both of which were awarded under competitive grants. The grant to Tennessee for $125,000 was funded by the Employment Standards Administration (ESA) to obtain wage data. The grant to Mississippi was funded by DoD to develop the skills of young adults who may be interested in military careers.

OIS Delivery Systems, by State

State	Micro	Mainframe	Report	OES* Base	OES* Target Year	Higher Education	Substate Data
Alabama			●	1986	2000		
Alaska	●		●	1989	1994	●	●
American Samoa			●	1987	1988	●	
Arizona	●		●	1990	1995	●	●
Arkansas			●	1988	2000		
California			●	1987	2000		●
Colorado	●		●	1990	1995	●	●
Connecticut	●		●	1986	1995	●	●
Delaware	●		●	1987	2000	●	●
DC			●	1986	2000		
Florida	●	●		1986	2000		●
Georgia	●			1990	2000	●	●
Guam	●		●	1980	1988	●	
Hawaii	●		●	1983	1995	●	●
Idaho	●			1987	2000		
Illinois	●		●	1986	2000	●	●
Indiana	●		●	1980	1990		●
Iowa	●		●	1988	1992		●
Kansas			●	1986	1995	●	●
Kentucky	●		●	1987	2000	●	●
Louisiana	●		●	1986	1995	●	●
Maine	●		●	1988	2000	●	●
Maryland	●			1990	1995		●
Massachusetts			●	1984	1995		●
Michigan		●		1985	1995		●
Minnesota	●			1986	1993		●
Mississippi	●	●		1987	2000		●
Missouri	●		●	1986	2000	●	●
Montana	●		●	1986	1995	●	
Nebraska	●		●	1986	1991	●	●
Nevada	●		●	1988	1994	●	●
New Hampshire	●		●	1985	1997	●	●
New Jersey	●		●	1988	2000	●	●
New Mexico			●	1985	1995		
New York	●		●	1990	1992	●	●
North Carolina	●			1987	1995	●	●
North Dakota	●		●	1985	1995		
N. Mariana Is.							
Ohio		●	●	1988	2000	●	●
Oklahoma	●		●	1986	1992	●	
Oregon	●	●	●	1987	1995	●	●
Pennsylvania	●		●	1984	1995	●	●
Puerto Rico			●	1989	2000	●	
Rhode Island	●			1985	1995	●	
South Carolina			●	1986	2000		●
South Dakota	●			1985	1995	●	
Tennessee	●		●	1985	1995		●
Texas	●			1985	1995	●	●
Utah	●		●	1989	1994	●	●
Vermont	●		●	1987	2000	●	●
Virginia			●	1984	1995	●	●
Virgin Islands	●		●			●	
Washington	●		●	1987	1992	●	●
West Virginia	●		●	1988	2000	●	
Wisconsin	●		●	1986	2000	●	
Wyoming	●			1986	1989	●	●

* Occupational Employment Statistics

Statewide, Computer-based Career Information Delivery Systems

	Media used to Deliver Information								Number of Sites
	Search				Database				
Alabama	m				m				558
Alaska	m	mc	ns		m			p	174
American Samoa			ns				f	p	13
Arizona	m	mc			m	mc			136
Arkansas		mc		p			f		736
Colorado	m	mc		p	m			p	132
Connecticut	m	mc			m	mc			181
Delaware	m				m				23
DC	m				m				25
Florida		mc		p			f	p	592
Georgia	m	mc	ns		m	mc		p	306
Hawaii	m		ns		m			p	141
Idaho		mc	ns			mc		p	180
Illinois	m	mc	ns		m	mc		p	456
Iowa		mc				mc		p	670
Kansas		mc				mc			271
Kentucky		mc				mc			399
Louisiana	m	mc			m	mc			172
Maine		mc				mc			300
Maryland	m	mc			m	mc	f		324
Michigan	m	mc		p	m	mc	f		2416
Minnesota		mc				mc		p	296
Mississippi		mc				mc			60
Missouri		mc		p		mc	f		1451
Montana		mc	ns			mc		p	74
Nebraska		mc	ns	p		mc		p	240
Nevada		mc				mc		p	104
New Jersey	m				m				175
New Mexico	m	mc			m	mc			55
North Carolina		mc						p	265
North Dakota		mc				mc			99
Ohio	m	mc			m	mc			678
Oklahoma		mc		p		mc	f	p	465
Oregon	m	mc	ns		m	mc		p	392
Pennsylvania		mc				mc			200
Puerto Rico		mc				mc			78
Rhode Island		mc				mc			37
South Carolina	m	mc			m	mc			372
South Dakota		mc				mc			260
Tennessee		mc				mc	f		747
Texas	m	mc			m	mc			273
Utah	m	mc		p	m	mc		p	117
Vermont		mc				mc			39
Virginia		mc		p			f		1375
Washington	m	mc	ns		m	mc		p	423
West Virginia		mc				mc			14
Wisconsin		mc	ns			mc		p	692
Wyoming		mc				mc			95

Key & Number of States/Search Delivery Media

m	—	mainframe computer	21
mc	—	microcomputer	42
ns	—	needlesort	11
p	—	paper	9

Number of States/Database Delivery Media

m	—	21	f	—	9
mc	—	36	p	—	19

(f — microfiche)

Note: Career information is available in virtually all states through a variety of public and commercial resources, including computer-based systems. Forty-eight states/territories that have SOICC-recognized computer-based CIDS are listed in this table. Of the eight not listed:

1) In California and New York several large computerized CIDS, both public and commercial, are in operation, but the SOICC has not designated any as the official statewide CIDS.
2) Six states/territories did not have a computer-based statewide system in operation as of June 1989: Guam, Indiana, Massachusetts, New Hampshire, Northern Mariana Islands and the Virgin Islands.

NOICC Conferences & Training Programs

Counselor Educators Resource Group
1990 Washington, D.C.

Improve Career Decision Making Train-the-Trainers Workshop
1989 Albuquerque, NM

National Career Development Guidelines: Training for State Implementation
1989 Orlando, Fla.
1989 King of Prussia, Pa.
1988 Oklahoma City, Okla.
1988 Portland, Ore.

National Career Development Guidelines: Training Cadre Workshop
1989 Minneapolis, Minn.

National Career Development Guidelines: Regional Conferences & Training
1989 Charlotte N.C.
1989 Denver, Colo.

National Career Development Guidelines: Training for Local Demonstration Models
1988 Bismarck, N.D.
1988 Starkville, Miss.
1988 Sacramento, Calif.
1988 Harrisburg, Pa.

NOICC Co-sponsored Conferences:

Apprenticeship Conferences
1990 Pacific/Western Conference Portland, Ore.
1989 Southeastern Conference Montgomery, Ala.

NOICC/OVAE/NCDA Career Development Preconference Workshop
1990 Scottsdale, Ariz.

Mid-Atlantic Conference on Networking and Career Development
1989 Wilmington, Del.

International Teleconference on Technology and Career Development
1989 Tallahassee, Fla.

Autocon 89 (Automation Conference 1989)
1989 Chicago, Ill.

A More Productive Workforce: Challenge for Postsecondary Education and its Partners
1989 Little Rock, Ark.

Workers & Work in the 21st Century: Networking for Career Planning/ Mid-Atlantic Regional Conference
1989 King of Prussia, Pa.

Regional Meeting of NE State Councils and State Directors of Vocational Education, JTPA Directors and SOICCs
1989 Portsmouth, N.H.

National Career Development Association
1990 Scottsdale, Ariz.
1988 Orlando, Fla.

National Governors' Association: Building Information Partnerships
1990 Anchorage, Alaska

Industry/Occupational Projections Workshops
1989 Atlanta, Ga.
1988 Sparks, Nev.
1987 San Antonio, Tex.
1986 Raleigh, N.C.
1986 Carson City, Nev.

National SOICC Conferences
1990 Snowbird, Utah
1989 Albuquerque, N.M.
1988 Charleston, S.C.
1987 Portland, Ore.
1986 Portland, Maine
1985 Denver, Colo.
1984 Lexington, Ky.
1983 Seattle, Wash.
1982 Huntsville, Ala.
1981 Reno, Nev.
1980 Arlington, Va.
1979 Biloxi, Miss.
1978 Denver, Colo.

National OIS Technical Conferences
1989 St. Louis, Mo.
1986 Kansas City, Mo.
1984 St. Louis, Mo.
1983 St. Louis, Mo.
1982 Portland, Maine

National CIDS Conferences
1985 Atlanta, Ga.
1984 Charleston, S.C.
1983 St. Louis, Mo.
1981 *CIDS Technology* Columbus, Ohio
1980 *CIDS Management* — San Antonio, Tex.
CIDS Marketing & Funding — 3 Regional Meetings
CIDS Information Development — New Orleans, La.
1979 *Career Information for Handicapped Individuals* — San Antonio, Tex.

Using LMI in Program Planning
1985 *National Workshop* — Miami, Fla.
1984 *Using LMI in Human Resource Program Planning* — Ventura, Calif.
Detroit, Mich.
Providence, R.I.
Washington, DC
1982 *Regional Conferences with Office of Vocational and Adult Education* (U.S. Department of Education)
San Diego, Calif.
Chicago, Ill.
Atlanta, Ga.

Other NOICC Conferences

1978–1983 *Spring Symposia for Federal Agencies* (held annually for six years)

1978–1981 *National EIC Conferences* (sponsored annually for three years with National Center for Educational Brokering)

1977 *SOICC Organizational Workshops* — Atlanta, Ga.
Kansas City, Mo.
Seattle, Wash.

NOICC Publications & Reports

Published by NOICC

SOICC Career Tabloids: What Works!, 1990

National Career Development Guidelines Local Handbooks: Elementary Schools; Middle/Junior High Schools; High Schools; Postsecondary Institutions; Community and Business Organizations, 1989

National Career Development Guidelines Trainer's Manual, 1989

National Career Development Guidelines State Resource Handbook, 1989

Industry/Occupation Projections Handbook, 1988

Regression Analysis Primer, Pre-Training Work-Book, 1988

Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1988

SOC Career Profiles, 1985

SOICC Director's Guide, 1985

A Guide to Using the National Units of Analysis, 1984

VPO Training Package, 1983

An Introduction to Using An Occupational Information System: A Reference for Program Planning, 1983

*Guide to Forming Units of Analysis, 1982**

Information Preparation Guide for the Maine OIS, 1982

A Review of State Level Labor Supply/Demand Analysis for Program Planning and Career Decision Making: Technical Issues in Relating and Presenting Supply/Demand Data, 1982

*Vocational Preparation and Occupations, Third Edition, 1982****

*Status of Statewide Career Information Delivery Systems, 1982**

*Major NOICC/SOICC Accomplishments, Congressional Testimony, 1982**

OIS Handbook Training Package, 1981

*Occupational Information System Handbook, Volume 1: Occupational Information Development****

*Volume 2: Occupational Information Analysis, Presentation and Delivery, 1981****

*Vocational Preparation and Occupations, 1980**

*Long-Range Plan for OIS Development and Implementation, 1980**

Feasibility Study for a Project on Improvement of Occupational Information, 1979

Framework for Developing an Occupational Information System, 1979

NOICC-Related Activities: Review of Federal Programs, 1979

*NOICC Newsletter**

NOICC Administrative Reports Series:

1. *Analysis of the SOICC's Annual Basic Assistance Grant Modifications and Program Plans, 1980**
2. *Annual Summary of State Occupational Information Coordinating Committee Activities in Fiscal Year 1979,1980**
3. *Status of Occupational Supply and Demand Information, 1980**
4. *A Review of Employer Forecasting Methods and Data**
5. *Status of the NOICC/SOICC Network, September 30, 1980**
6. *Status of the NOICC/SOICC Network, September 30, 1981**
7. *Status of the NOICC/SOICC Network, September 30, 1982**
8. *An Introduction to Using an Occupational Information System, 1983**
9. *Status of the NOICC/SOICC Network, September 30, 1983**
10. *Status of Statewide Career Information Delivery Systems, September 1984*

11. *Status of the NOICC/SOICC Network, June 30, 1985**

12. *Status of the NOICC/SOICC Network, June 30, 1986*

13. *Status of the NOICC/SOICC Network, June 30, 1987*

14. *Status of the NOICC/SOICC Network, June 30, 1988*

15. *Status of the NOICC/SOICC Network, June 30, 1989*

Sponsored by NOICC

National Survey of Working America, 1990

Working in America: A Status Report on Planning and Problems, 1989

Using Labor Market Information in Career Exploration and Decision Making: A Resource Guide, 1986

Improved Career Decision Making Through the Use of Labor Market Information, 1986 (6th edition)

*Cracking the Labor Market for Human Resource Planning, 1986***

Improved Career Decision Making Through the Use of Labor Market Information: Trainer's Guide, 1985

Career Information in the Classroom: Workshop Guide for Infusing the Occupational Outlook Handbook, 1985

Micro-OIS dBASE III Conversion Manual, 1985

*Using Labor Market and Occupational Information in Human Resource Program Planning, 1985**

A Directory of Counselor Education Courses Covering Career, Occupational and Labor Market Information Concepts, 1984

OIS Microcomputer User's Guide, 1984

OIS Microcomputer Documentation, 1984

Occupational Employment Data in Agriculture, 1983

Occupational Area-specific Staffing Information System (OASIS): Users Manual, Operations Manual, Systems Manual, 1982

*Alternative Methods for Collecting Follow-up Information About Secondary Vocational Education Students, 1982**

*Analysis of State Experiences in Financing Statewide CIDS, 1982**

Career Information Delivery for Handicapped Individuals, 1981

Data Needs and Uses in the Context of an OIS: Review of Literature, 1981

Estimating Occupational Supply Information from Federal Reports: Issues and Concerns, 1981

Issues Related to Collection of Occupational Employment Data in Agriculture, 1981

Occupational Information and Vocational Education: A Concept Paper, 1981

Occupational Information Needs at the Federal Level, 1981

OIS and the Employment Security System: A Need and Resources Assessment, 1981

OIS and Vocational Rehabilitation: A Concept Paper, 1981

Role of an OIS in Career Guidance and Counseling, 1981

The Feasibility of Collecting Labor Market Supply Data from Existing Records, 1981

*Occupational Information Needs for CETA Prime Sponsors, 1981**

*Systematic Approach to Improving the Training Process in CIDS, 1981**

*Occupational Information Needs at the State Level: An Empirical Study, 1981**

*National Student Follow-up Workshop: A Background Paper, 1981**

*Continued Federal Role in Financing and Supporting Statewide CIDS, 1981**

*BLS-Alternative Estimating Methods for Sub-state Area Occupational Employment, 1981**

*Interfacing the SOC System with the OES System, 1980**

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* No longer available

** Available from the National Governors' Association

*** Available from U.S. Government Printing Office

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NOICC Enabling Legislation

The National Occupational Information Coordinating Committee and the State Occupational Information Coordinating Committees were established by the Vocational Education Amendments of 1976. Subsequent legislation reinforced and expanded the primary mission and objectives of the National and State committees, including the Career Education Incentive Act of 1977; the Youth Employment and Demonstration Projects Act of 1977; the Comprehensive Employment and Training Act Amendments of 1978; the Job Training Partnership Act of 1982; the Carl D. Perkins Vocational Education Act of 1984; and the Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990.

Job Training Partnership Act of 1982

NOICC shall "...give special attention to the labor market information needs of youth and adults, including activities such as...assisting and encouraging the development of state occupational information systems, including career information delivery systems...encouraging programs providing career information, counseling, and employment services for postsecondary youth . . . provide training and technical assistance . . . in the development, maintenance, and use of occupational supply and demand information systems...conduct research and demonstration projects designed to improve any aspect of occupational and career information systems . . . ."

Carl D. Perkins Vocational and Applied Technology Education Act Amendments of 1990

NOICC shall ". . . provide funds, on an annual basis, to State Occupational Information Coordinating Committees and . . . improve coordination and communication among administrators and planners of programs authorized by the Act and by the Job Training Partnership Act, employment security agency administrators, research personnel, and personnel of employment and training planning and administering agencies . . . develop and implement . . . an occupational information system to meet the common occupational information needs of vocational education programs and employment and training programs at the national, state and local levels . . . conduct studies to improve the quality and delivery of occupational information systems to assist economic development activities and examine the effects of technological change on new and existing occupational areas and the required changes in knowledge and job skills; continue training, technical assistance activities to support comprehensive career guidance and vocational counseling . . . (especially in areas of career information delivery and use) . . . and assist State Occupational Information Coordinating Committees. . . (to) implement an occupational information system in the State...and use the occupational information system to implement a career information delivery system."

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